

Statutory

## **FURZEDOWN**

### **Anti-Bullying Policy**

**Written 31/10/16**

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**Next Review**

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#### **AIMS**

##### **Introduction**

Furzedown is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All members of the school community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

##### **UNICEF Articles:**

- 1 - definition of the child
- 2 - non-discrimination
- 3 - best interests of the child
- 4 - implementation of the Convention
- 8 - protection and preservation of identity
- 12 - respect the views of the child
- 13 - freedom of expression
- 14 - freedom of thought, belief and religion
- 16 - right to privacy
- 17 - access to information from media
- 18 - parental responsibilities and state assistance
- 19 - protection from violence, abuse and neglect
- 23 - children with a disability

##### **MISSION STATEMENT**

We aim to make the quality of the children's experience our main priority, focusing on teaching and learning, the curriculum and the general school environment. We look to involve the whole school community as much as possible, to support us in promoting positive attitudes to learning and to each other and to all members of the school and wider community.

##### **PRINCIPLES.**

- Pupils have a right to learn free from intimidation and fear.
- The needs of the victim are paramount.
- Schools will not tolerate bullying behaviour.
- Bullied pupils will be listened to.
- Reported incidents will be taken seriously and thoroughly investigated.

## **DEFINITION OF BULLYING**

In consultation with all staff and children we have agreed the following as a definition of bullying:

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone that has been carried out over a period of time. Not a one-off.

It can take a number of forms; physical, verbal, making gestures, extortion and exclusion.

It is an abuse of power.

It can be planned and organised, or it may be unintentional.

It may be perpetrated by individuals or by groups of pupils.

## **FORMS OF BULLYING may include**

- Picking on vulnerable children in order to humiliate them
- Physical violence such as hitting, pushing or spitting at another pupil.
- Interfering with another pupil's property, by stealing, hiding or damaging it.
- Using offensive names when addressing another pupil.
- Teasing or spreading rumours about another pupil or his/her family.
- Belittling another pupil's abilities and achievements.
- Writing offensive notes or graffiti about another pupil.
- Excluding another pupil from a group activity.
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms culture or ethnicity, colour of skin.
- Homophobic comments or gender variant bullying.
- Misusing technology (internet or mobiles) to hurt or humiliate another person.
- 'No mobile phones in school' policy

## **LINKS WITH OTHER SCHOOL POLICIES**

Safeguarding;

Behaviour Policy;

eSafety Policy;

Rules for responsible internet use;

Equality and Community Cohesion.;

Safety on Site.

## **PARTICIPATION & CONSULTATION PROCESS**

- Awareness raising programmes/ themes regularly used in assemblies,
- Survey/questionnaires distributed to pupils, parents and whole school staff,
- Obtaining the views of elected student representatives e.g. class council, school's council
- Seeking the views of governors

## **IMPLEMENTATION**

Monitoring evaluation and review of the policy.

## **RESPONSIBILITIES OF ALL STAKEHOLDERS.**

### **The Responsibilities of Staff**

Our staff will

- Foster in our pupils self-esteem, self-respect and respect for others
- Demonstrate, by example, the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who say they are being bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to the Designated Safeguarding Leads (DSL) for child protection - Monica Kitchlew-Wilson, Caron Heywood, Sarah Swan.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

### **The Responsibilities of Pupils**

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

***Anyone who becomes the target of bullies should:***

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

### **The Responsibilities of Parents**

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to an adult in the class straight away and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.

- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Keep a written record of any reported instances of bullying
- Informing the school of any suspected bullying, even if their children are not involved;
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth to point out the implications of bullying, both for the children who have been or are being bullied and for the bullies themselves.

See Appendix 2

### **The Responsibilities of All**

Everyone should:

- Work together to combat and, hopefully in time, to eradicate bullying.

### **PREVENTATIVE MEASURES.**

- Within the school community - regular assemblies with discussions re: bullying scenarios
- Anti-bullying week
- Weekly PSHE lessons in all classes
- Bully buddies (children who have been trained to recognise incidents of bullying in the playground and who children can go to for support)
- Playground friends (children who will run and play games with an eye on vulnerable or excluded children)
- Learning Mentor time and projects
- Play therapy
- Therapeutic play
- Yoga sessions to calm
- CBT - Cognitive Behavioural Therapy
- Art therapy
- Sound baths
- Pastoral provision
- Classroom management
- Records and incident monitoring books so behaviour can be analysed and monitored and dealt with

### **PROCEDURES FOR DEALING WITH INCIDENTS OF BULLYING BEHAVIOUR**

- Records kept
- Talk to both parties by initial adult and reinforced by class teacher.

- Talk together to explain feelings (Restorative justice)

### **Step by step procedures to be followed**

1. Listen to the children and make a note of what is said.
2. Talk to both parties
3. Ask questions about whether anything similar has happened previously.
4. Investigate by asking the adults on duty in the playground.
5. If necessary give both children time to calm down and reflect on actions that had taken place.
6. Get them to write their own accounts and reflections (forms outside heads office)
7. Talk to them privately and separately. Decide on sanctions.
8. Involve the parents
9. Keep a record in the sanctions book and check for earlier incidents on SIMS behaviour tracker. (Talk to Claire or Monica.)
10. Monitor the behaviour and set up another meeting with the children to make sure behaviour has stopped.
11. Make all playground staff aware so they can monitor and intervene.
12. If necessary contact Learning Mentors to help develop confidence and strategies.
13. Give bullied child a playground friend and bully buddy and named adult for support in playground.

### **Actions which may be taken**

- Contacting parents/carers of all pupils concerned in the bullying incident.
- Investigation by staff
- Feedback to those concerned.
- Sanctions.
- Contacting relevant professionals eg. EWO, Education Psychology,
- Refer to Head/deputy, Learning mentor.

See appendix 1

### **Parents**

If you feel your child is being bullied please contact us immediately.

1. Talk to your child's class teacher.
2. Talk to the deputy/ head teacher if the problem persists.

### **CONTINUOUS PROFESSIONAL DEVELOPMENT OF STAFF**

- Staff are continually reminded of the anti-bullying procedures through anti-bullying week and review of the policy in meetings.
- Training from Coordinator and outside professionals/agencies.
- Speakers in assemblies.

## **MONITORING AND ASSESSMENT**

- Weekly monitoring of incident books
- Weekly updating of behaviour logs on SIMS
- Termly monitoring of behaviour logs on SIMS
- During Anti-bullying week workshops are held throughout the school.
- Staff meetings will be used to review the policy.
- Report to pupils and curriculum committee termly
- Confidential section of Full Governing Body termly meetings
- Learning walks by Head/ Deputy, SIP, Chair of Governors, Governors working days

**This policy has been produced in collaboration with our school councillors and staff steering group. It has been shared with and agreed by the staff and governors.**

## **Appendix 1**

# **For Children**

### **What to do if you feel you are being bullied.**

- 1. Go to a bully buddy and get help straight away.**
- 2. Tell an adult.**

3. If the first adult does not do anything tell another.
4. Talk to your class teacher.
5. Put a note in the worry box.
6. If you are still unhappy go and talk to Mrs Snowden or Mrs Wilson.

## Appendix 2

# For Parents

If you feel your child is being bullied

1. Contact your child's teacher and make him/her aware of the situation.

Phone 02086723480

Email [admin@furzedown.wandsworth.sch.uk](mailto:admin@furzedown.wandsworth.sch.uk)

Staff emails are on the website.

2. Make a follow up appointment with the teacher to discuss what is going to happen.
  
3. The teacher may arrange for you to talk to Ms Snowdon the Learning Mentor or Ms Chappell SENCO.  
[Senco@furzedown.wandsworth.sch.uk](mailto:Senco@furzedown.wandsworth.sch.uk)  
[csnowdon@furzedown.wandsworth.sch.uk](mailto:csnowdon@furzedown.wandsworth.sch.uk)
  
4. If you are still concerned Talk to Mrs Heywood or Mrs Wilson.  
02086723480  
[head@furzedown.wandsworth.sch.uk](mailto:head@furzedown.wandsworth.sch.uk)  
[caron.heywood@furzedown.wandsworth.sch.uk](mailto:caron.heywood@furzedown.wandsworth.sch.uk)